

HISPANIC/LATINO QUALITY OF LIFE ADVISORY COMMISSION

BUDGET
Proposed FY 2014-2015

H/LQL Report Reference source: Page NA
(if budget request is not included in the H/QL Report, note NA-non-applicable)

Title

Parity Principle

Short Description

The Parity Principle is a guiding standard of equality that the City Council and the city staff should consistently and explicitly apply to insure fair ethnic, gender, and socio-economic representation in programs designed and implemented to serve the general population.

Additional Details

The City Council should recommit the city to adopt and implement an over-arching principle of parity to encourage public trust in local government. This meets the critical need of insuring equity as well as in encouraging trust in the democratic process and local government officials. Enunciating a parity principle and instructing the city staff to abide by it cannot be replicated in any other way. Also, it does not require an expenditure of funds.

FTEs

N/A

Dollars

N/A

Justification

Changing population trends are consistently altering the demographic profile of Austin and challenging the city to continually assess policies and practices to insure fairness and equity.

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BUDGET
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H/LQL Report Reference source: Page NA
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Title

Annual Latino/Hispanic Quality of Life Conference

Short Description

An annual one-day public meeting that would meet the unmet need of providing the public a comprehensive assessment of the Latino/Hispanic quality of life in Austin, Texas. Representatives of city department offices (e.g., Parks and Recreation, Economic Development, Transportation) and members of the Latino/Hispanic Quality of Life Commission would report on the status of pressing issues affecting the Hispanic/Latino communities and ongoing and planned attempts to address them.

Additional Details

We have a critical need to underscore the City of Austin's support for improving the Hispanic/Latino quality of life and to affirm its commitment to the Hispanic/Latino Quality of Life Commission and its mandate. There are no substitutes for this kind of trust-making transparency and civic engagement in public affairs.

FTEs

The conference could be planned and administered with the proposed FTE by PIO for a Hispanic Community Engagement Consultant "that will focus on minority and under-involved communities, with an emphasis on the Hispanic community." The PIO position is currently proposed at \$73,445. On the other hand, a team of student apprentices (see separate proposal for high school and college student apprentices) in the City Manager's office could assume coordination responsibilities with supervisory responsibilities assigned to current personnel in the City Manager's office or to the Hispanic/Latino Quality of Life Commission. If the latter is applied, no new FTE assignments are required. The Hispanic/Latino Quality of Life Commission prefers this method.

Dollars

N/A

Justification

The members of the Hispanic/Latino Quality of Life Commission are especially concerned that the City Council communicate its concern for the quality of life conditions in Latino communities and its support for the commission. The conference with its brief reports would go a long way in meeting these needs.

HISPANIC/LATINO QUALITY OF LIFE ADVISORY COMMISSION

BUDGET
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H/LQL Report Reference source: Page NA
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Title

Hispanic/Latino Economic Development Corporation (EDC)

Short Description

The EDC would implement an Applied Entrepreneurship Program with the responsibility of managing a venture capital fund to start new high growth or technology businesses, and a low-interest debt fund to enable Hispanic/Latino non-profits, cooperatives or small businesses to start or expand.

Additional Details

FTEs

Dollars

Justification

Hispanics and Latinos from Austin are typically excluded from the world of public and private finance that enables entrepreneurship in high growth and community-based business initiatives. The proposed EDC would encourage Hispanic/Latino business growth at both ends of the finance spectrum and contribute significantly to the social and economic betterment of Hispanic/Latino community. This would represent an investment of major significance, akin to the city's support for many other public ventures that contributed positively to the economy and general quality of life.

HISPANIC/LATINO QUALITY OF LIFE ADVISORY COMMISSION

BUDGET
Proposed FY 2014-2015

H/LQL Report Reference source: Page 62 (EGRSO)
(if budget request is not included in the H/QL Report, note NA-non-applicable)

Title

A Living Wage

Short Description

Adopt a living wage for City of Austin Chapter 380 Agreements. The wage should be \$11 an hour or the Department of Labor prevailing wage, whichever is greater.

Additional Details

This concern has been addressed by the City Council Special Committee on Economic Incentives. In November 2012, the Special Committee voted to recommend changes to the City's Economic Development Policy to require prevailing wages for construction workers and \$11/hour minimum for construction workers and employees of the company. The City's Economic Growth Redevelopment Services Office has drafted recommendations based on the stakeholder feedback.

FTEs

None

Dollars

None

Justification

The proposed adoption of a living wage is fair and overdue.

HISPANIC/LATINO QUALITY OF LIFE ADVISORY COMMISSION

BUDGET
Proposed FY 2014-2015

H/LQL Report Reference source: Page 51 (APL)
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Title

Mexican American History Program

Short Description

We are recommending increased funding for staff and programs in the Austin History Center focusing on Austin's Hispanic/Latino history.

Additional Details

Currently, there is a 0.5 FTE doing Mexican American programming and outreach. Additional funding would cover the program supplies, speaker fees, and facilities rentals needed to increase the number of programs focusing on Mexican American history in Austin.

FTEs

The 0.5 FTE would increase in funding from \$40,621 to \$41,500.

Dollars

\$879.00

Justification

The minimal amount is justified as a normal increase for current employee.

HISPANIC/LATINO QUALITY OF LIFE ADVISORY COMMISSION

BUDGET
Proposed FY 2014-2015

H/LQL Report Reference source: Page 52 (APL)
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Title

Hispanic/Latino History Program

Short Description

The proposal by the Austin Public Library for a continuing 0.5 FTE (\$34,183) should be increased to a full FTE (\$68,366 with additional benefit amount) to account for the appreciably expanding work that includes the transcribing of over 75 (1.5—3hours) tapes of sound recordings, the processing of other archival records, and the preparation of narrative histories of Hispanic/Latino communities in Austin based on these interviews and archival records that have been collected in the last five years under the direction of Ms. Gloria Espitia.

Additional Details

FTEs

A new 0.5 FTE is required to maintain the high quality research, writing and public programming activity that is currently underway.

Dollars

\$34,183.

Justification

Investing in collecting archival and oral history records is commendable but this is a limited and ultimately counter-productive if the material is not transferred into narrative form to share with the public electronically and in the traditional print form. The transcribed interviews, processed records, and narrative products will also enhance the public programming as well as an new interest by Austin ISD and curriculum specialists from the University of Texas in developing curriculum for elementary grades on local Hispanic/Latino history.

HISPANIC/LATINO QUALITY OF LIFE ADVISORY COMMISSION

BUDGET
Proposed FY 2014-2015

H/LQL Report Reference source: Page 84 (HR)
(if budget request is not included in the H/QL Report, note NA-non-applicable)

Title

Cultural Competence Training Program

Short Description

HRD has been conducting cultural competence training to 1,150 city employees a year (one class/week for 48 weeks, 24 participants/class). Currently 0.5 FTE is dedicated to this effort. An additional FTE, up to 3,450 employees could be trained per year offering the class 3 times per week.

Additional Details

The growing diversity of the city's population requires added attention to this effort. Also, the significantly expanded literature on minority communities calls for supervisory staff to devote more time and effort to prepare adequate teaching materials and to identify specialists (e.g., historians and sociologists) who can present their recent work before the city staff.

FTEs

The 0.5 FTE would be increased to a full FTE

Dollars

\$108,870

Justification

The city staff should be full informed about the communities that they serve and the cultural competency classes should incorporate new scholarly knowledge on the subject

HISPANIC/LATINO QUALITY OF LIFE ADVISORY COMMISSION

BUDGET
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H/LQL Report Reference source: Page 30 (HR)
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Title

Youth Summer Program

Short Description

The creation of the office will allow for improved outreach for employment opportunities for youth.

Additional Details

Beginning in FY13, the Youth/Family Outreach Program Manager dedicated approximately 1/8 (13%) of time to the summer youth employment program. From FY14, a new part-time (25%) HR Specialist would be needed to maintain and expand youth employment and internship opportunities on a year round basis.

FTEs

The new addition would amount to a 0.25 FTE.

Dollars

\$19,640

Justification

The city needs to more properly oversee and administer its youth employment program.

HISPANIC/LATINO QUALITY OF LIFE ADVISORY COMMISSION

BUDGET
Proposed FY 2014-2015

H/LQL Report Reference source: Page 30 (HR)
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Title

Youth Internship Program

Short Description

The proposal calls for expanding employment opportunities for high school students in City department office. The Human Resources Department has recommended adding funding to hire approximately 20 students throughout the fall, spring and summer. The students would work approximately 20 hours a week at \$11/per hour for a total cost of \$79,575. In addition, a new part-time (25% HR Specialist would be needed to manage and coordinate citywide youth internship efforts.

Additional Details

The cost for hiring 20 additional students is \$79,575 and the cost of a 0.25 FTE is \$17,378.

FTEs

0.25

Dollars

\$96,953

Justification

The city needs to provide additional employment opportunities for students and the program activity needs to be properly supervised.

HISPANIC/LATINO QUALITY OF LIFE ADVISORY COMMISSION

BUDGET
Proposed FY 2014-2015

H/LQL Report Reference source: Page 30 (HR)
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Title

Employment and Internship Summer Program for Low-Income Youth

Short Description

In FY13, one-time grand funding was used for a summer internship program targeting disadvantaged youth was initiated. To continue this program in FY14m and additional \$16,800 will be needed to pay the summer interns. HRD would also need a new part time (25) HR Specialist

Additional Details

The cost for continuing the program is \$16,800 and the cost of a 0.25 FTE is \$21,478.

FTEs

0.25

Dollars

\$38,278

Justification

The city needs to provide additional employment opportunities for low-income Hispanic/Latino students and the program activity needs to be properly supervised.

HISPANIC/LATINO QUALITY OF LIFE ADVISORY COMMISSION

BUDGET
Proposed FY 2014-2015

H/LQL Report Reference source: Page 65 (HR)
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Title

Professional Internship for Hispanic/Latino Youth

Short Description

The program would provide internship opportunities to recent High School graduates and colleges students from the Hispanic/Latino communities. The purpose of the program would be to provide Hispanic/Latino college students work experiences that can enhance their college experience and improve their eventual employment opportunities. A cultural competency component would also provide the students opportunities to become leaders in their communities.

Additional Details

To enhance services and establish the professional internship program a new HR Specialist. One half of the FTE will focus on recruiting approximately 15 Hispanic undergraduate and graduate interns in the areas of engineering, technology and general public administration and with administering the program. Interns will be recruited from local area colleges and universities. The other half of the FTE would focus on developing emerging Hispanic leaders by designing and implementing a cultural competency program with the participation of area university and college faculty. The students would be compensated at \$15/per hour (5hrs a week/35 weeks) for a total cost of \$39,375.

FTEs

1 FTE at \$83,552

Dollars

\$122,927

Justification

The city needs to provide additional employment opportunities for Hispanic/Latino students and the program activity needs to be properly supervised.

HISPANIC/LATINO QUALITY OF LIFE ADVISORY COMMISSION

BUDGET
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Title

Equity Principle

Short Description

Additional Details

FTEs

Dollars

Justification

Instructions for completing the Unmet Needs Form:

- *H/LQL Reference* – All submissions should tie to the Hispanic/Quality of Life Report. Note the page number or other reference from the report. If the budget request is not in the report, please state non-applicable (NA).
- *Title* – Indicate the name of the budget request that will be used for identification purposes.
- *Short Description* – Provide a short description, one to two sentences, of the unmet service demand.
- *Additional Details* – In this section describe the budget request in full detail. What is the critical need? Why is it necessary or beneficial to do this? How does it affect the community? What will be the changes in existing practices? Are there any alternatives to meeting this need?
- *FTEs* – If possible, identify all staffing impacts of this item.
- *Dollars* – Identify all fiscal impacts of this item. How much will it cost? Will it generate revenue and at what level? Identify the fees needed. Will it be cost neutral? Fiscal impacts should be broken down into costs in possible for personnel, contractuals, commodities, capital, etc.
- *Justification* – Use this section to add any additional information that will further substantiate allocating the City's resources to this item. For example, what specific performance measures support this budget request and how will funding improve performance on these specific measures? Will it result in improved quality of life? How will the community benefit as a result of funding this budget request? What specific population cohorts are impacted and how will they benefit? Can they get this critical need met anywhere else? If so, why does the City need to fulfill this critical need as well? This is the Hispanic/Latino's Quality of Life Advisory Commission's opportunity to build a robust case for funding this unmet need.